

BRANDYWINE HEIGHTS AREA SCHOOL DISTRICT

SECTION: CLASSIFIED EMPLOYEES

TITLE: SUSPENSIONS AND
FURLOUGHS

ADOPTED: June 28, 2004

REVISED:

511. SUSPENSIONS AND FURLOUGHS	
1. Purpose SC 406	Maintenance of classified staff appropriate to effectively operate district programs is a Board responsibility. The purpose of this policy is to establish the manner in which the necessary reductions of that staff shall be accomplished.
2. Authority	Consistent with law, the Board has the authority and responsibility to determine how suspensions and furloughs shall be made.
3. Delegation of Responsibility	<p>The Superintendent shall develop administrative procedures that provide for:</p> <ol style="list-style-type: none"> 1. Determination of seniority. 2. Pooling of job related skills that may affect suspensions or reinstatements. 3. System of recall if a furlough list is maintained, specifying the manner in which recalls will be made and the time period furloughed personnel will be retained on the furlough list.
4. Guidelines	<p>Abolishment of classified positions may be brought about by many factors, such as:</p> <ol style="list-style-type: none"> 1. Decline in student enrollment. 2. Utilization of new methods and technology. 3. Changes in district's organizational pattern. 4. Changes in district's economic resources and tax base. 5. Need for operating economies.
2 Pa. C.S.A. Sec. 551 et seq	Classified employees may be entitled to a hearing under the Local Agency Law, at the employee's request, prior to suspension or layoff.